plane
GRUMMAN news

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Sitting in with Lew Evans: 'Don't be deterred by guys who say it can't be done'

Photos by Fred Annette

It happened one night last week at Plant 38. Nearly 60 participants in the Corporate Professional Development Program, along with four Air Force officers here for similar studies, gathered for an informal chat with President Lew Evans.

Some, perhaps, expected a discourse on management practices. What they got was something else again. It wasn't a chat; it wasn't even a lecture. It was more like a sensitivity session.

It was a theme that Evans has been playing over and over again in his encounters with young—and not-so-young—people around the organization. At one point, the shock waves seemed to roll over the room as Evans jolted his listeners with the suggestion that they "forget"' their book learning. While some were still trying to recover from the shock, he launched into another phase of his talk, heavily sprinkling the conversation with "inside" anecdotes and incisive expletives to further illumine or hammer home key points.

These are some of the observations from Evans' talk:

On business. "No matter what some people may think, business is not a sociological experiment. It's based on the profit motive."

As if to prove that point, he stressed that space and defense are no different. And sometime it's necessary to take calculated risks. "For example, we bit the bullet on the F-14. Before we did that, though, our top management and our directors had the guts to make two basic decisions: Our nation had to have a new air-superiority fighter. We were willing to spend our own money for plants and equipment to prepare ourselves to win the contract.

"We promised the Government a low-risk program. Now the monkey's on our back. We have a great responsibility to our shareholders, our employees, and our fellow citizens. We **must** turn out a high-quality fighter. We see the F-14 as providing us with an immense opportunity. But it's a tough, hard-nose contract and we're not going to do any crowing until we prove we can produce and fly a great fighter."

On profit. There is a misconception about profits in aerospace. Considering the amount of technology and talent that go into a fighter or spacecraft, Evans observed somewhat bitterly, it seemed ironic to him that the Company nets around 2.5 percent profit while some of the companies making soft drinks make up to 11 percent. And while on the subject, he went about punching some holes in what he thinks is another widely held misconception that most profits are stashed away in private or corporate treasuries. The Company made $110 million in net profit over the past five years, but it pumped $115 million back into the economy for plants and equipment.

On the industry. Evans likened the mood of the American public as similar to the era that prompted Winston Churchill to observe that a soldier, respected in battle, is soon forgotten in peacetime.

But if a real crisis arose, he feels "some of those people who are taking pot shots at us now would be damn glad we've been doing our homework. In these times, there is just no lead-time to prepare for an emergency."

Despite industry-wide layoffs and the general slump resulting from defense and space budget cuts, Lew Evans sees Grumman as being in a generally favorable position. "We peaked at about 36,000 people in 1968, now we're about 28,000. Much of that cut was attrition. And that's a lot healthier than other companies in the industry. Winning the F-14 certainly helped us, and the 10,000 jobs it created will have a beneficial impact on the Island's economy. Overhead rates **must** go down. We must cut the fat out of our operations if we are to realize the true profit potential in the F-14 Program."

On future prospects. Doom and gloom are the bywords in the aerospace industry today, but he suggested to the Professional Development participants that they could help dispel that attitude.

Although Gulfstream II sales are not moving as well as the Company had hoped for, it is an outstanding machine, he said. The sales picture will take on a rosier hue, he predicted, as soon as the general business economy starts on an upswing. The F-14 win, continued work on the A-6 family, and expected production on the E-2C puts the Company on a pretty firm base in aircraft. Success in the shuttle competition would do the same for space. When the corporation is assured of a solid foundation in these bread-and-butter areas, he continued, then senior management can look into further possibilities for diversification.

On Professional Development. After his initial suggestion to "forget" book learning, which left at least a few of his listeners thunderstruck the Grumman President took a number of other pot shots at the strictly theoretical approach to business. "The purely analytical breed can be dangerous," and then, as if to soften that blow, "we hope that your training will be more rounded and more concerned with people."

He expressed hopes that the mix of engineering, business and production people in the development programs, and their tours in other areas of the Company, would give them all an appreciation for other talents and "how important it is to have all these different skills working and pulling together."

Stressing teamwork, he further noted that "individuals may be the ones who get the publicity, but teams are what get things done." As if to emphasize that point, he introduced seven members of his staff: Vice President Gordon Ochenrider, Bob Bradshaw, Butch Satterfield, Butch Voris, Stokely Webster, and Frank Gabreski.

And when thinking of mahogany row, he advised them to look beyond the plushier accommodations there to the long hours, the flak, the almost total dedication that's necessary to assure continued success for the Company and its people.

"When the Grumman team was putting together its shuttle proposal," he remarked somewhat wearily, "there were some nights when dinner was a martini and a Hershey bar."

On waste. He saved his sharpest words for those who think it's a status symbol to be on everybody's distribution list. One report he gets himself, he revealed with some astonishment, was reproduced a number of other times just because some people feel that "if Lew's getting it I'd better get that one, too."

On bucking the system. "Devote your energies to the positive," he advised, "and don't be deterred by the guys who put roadblocks in your way and say it can't be done." He sniped at the tendency to set up so-called "skunk works," as being just another system to circumvent the existing system. "Shape up the system we have and make it work better." And he encouraged them to take their ideas to their supervisors. "Talk them over . . . and if you don't get any answers, or you feel **real** resistance to change, we still have an 'open door' even though you may have to wait until pretty late to catch us."

On career development. There is no sure way to success. Don't lock yourself in seemed to be the message—and don't be afraid to take on new challenges that past training hasn't prepared you for.

It was closing on 7 o'clock in the evening by that time but there was still time to lay to rest some rumors, correct some misinformation that got into a national magazine, and lash out at rumor mongers within the Company. Then it was over. The room cleared, most heading for home, some pausing to digest what they had just heard. For Lew and his staff, there were still another couple of hours of work back in Plant 5.

Irreverent. Charming. Candid. Salty. Contradictory. Almost too human. This was one corporate executive you couldn't judge by the book. And possibly that's what Lew Evans' main point was: you can't always go by the book. Sometimes you play it by ear—or by feel. That's the way it is in business. And in life, too.

Ready Orbiting Observatory for Oct. 17 launch date at KSC

Saturday, October 17, at 2 p.m. is launch date for another NASA-Grumman Orbiting Astronomical Observatory. The 10-foot spacecraft has had its Flight Readiness Review and a final vibration test, and everything is "go." Now it's at Cape Kennedy with John Umstetter, Spacecraft Integration and Test manager, riding herd.

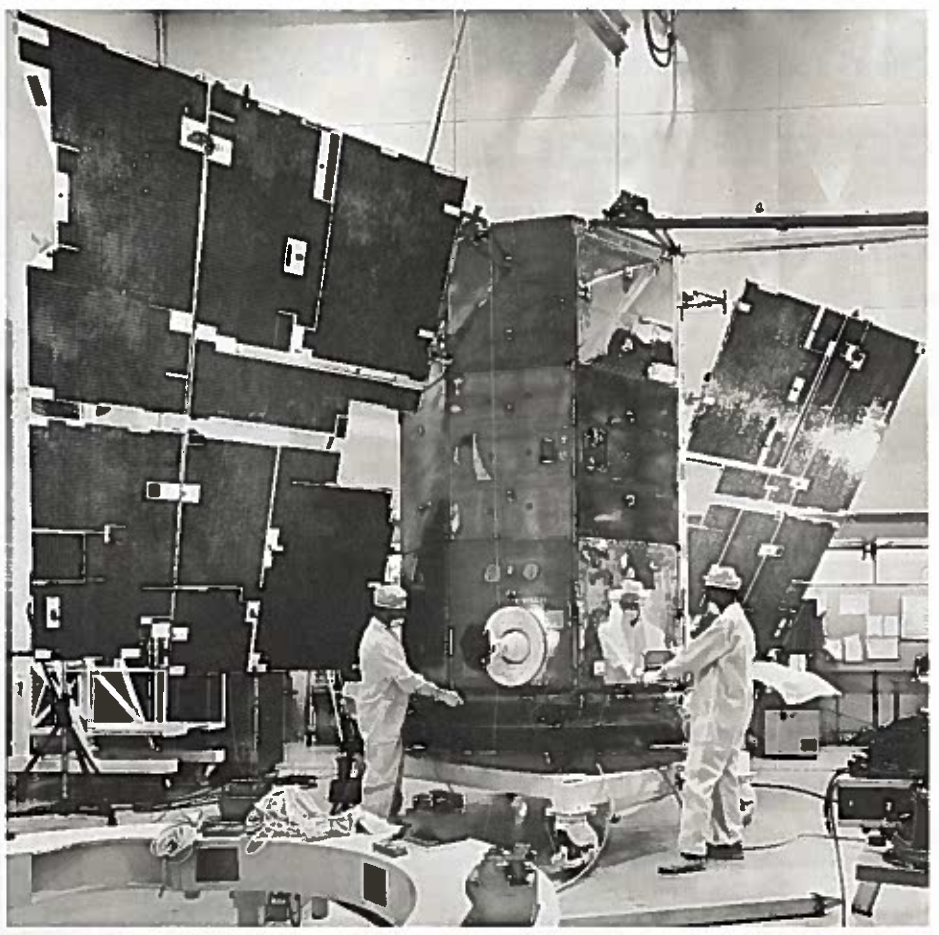
Time of launch is important, because Grumman hopes to have two successful Orbiting Astronomical Observatories circling the earth next month, separated from each other by half the world while in orbit. OAO-2 has been out there in space since December 7, 1968, sending back an unexpectedly large fund of information on stars and galaxies to delight and sometimes puzzle the astronomers. The new OAO will follow at an altitude of about 480 miles, in a close-to-circular orbit.

At Goddard Space Flight Center Cecile Barker, Mission Operations manager, and his Operations crew, by "flying the board," have been rehearsing their new responsibilities for tracking two orbiting spacecraft—a task that will keep them very much on their mettle.

OAO-3 is carrying the Goddard Experiment, built by Kollsman Instrument for the National Aeronautics and Space Administration. Its principal unit is a 38-inch diameter single-mirror telescope that looks at stars to the tenth (very faint) magnitude. The OAO spacecraft provides astronomers with a controllable and stable platform observatory "free from the scattered light of the sun, moon, and other sources that plague ground-based observers," to quote Dr. Ted Houck, University of Wisconsin astronomer. The new OAO is designed with a different kind of sun baffle to extend its experiment time into daylight. A "heat pipe" experiment is included to demonstrate its isothermalizing capability for future telescopes that will require constant temperatures.

Grumman's first OAO is in orbit but is sending no data. The second orbiting observatory is in its 9500th orbit and is still sending valuable information. The third is due to take off October 17, and a fourth is due for launch in late 1971.

Ted Moorman is OAO Program manager.



OAO at GSFC. With solar paddles deployed and skins mirroring Clean Room, OAO-3 goes through separation/deployment drop test at Goddard Space Flight Center in Maryland. OAO-3 is scheduled for October launch. (NASA photo)

Weigh-in for F-14 gear

The first main and nose landing gear assemblies for the F-14 air superiority fighter arrived in Plant 1 last week.

Dick Pohl, subcontract administrator for the landing gear contract, called the event a major milestone in the development of the aircraft, and praised the work of the Energy Controls Division of Bendix.

Jim Murray, deputy subcontracts manager, F-14, noted that landing gear assemblies seem typically to come in late, but he said: "The assemblies were delivered to us **ahead** of contractual schedule, within target cost, and 22 pounds lighter than agreed contract specification." Checking weight are (L to R) Pohl, Murray, Bob Mullaney, F-14 project manager for Operations, and two Bendix people, Don Holloway, assistant general manager, and John Gore, director of Contracts. (Photo by Fred Annette)

NASA officials review HEAO mockup

"We had good comments," Frank Canning said after the first formal program review of the High Energy Astronomy Observatory, HEAO, being designed by Grumman. The meeting with NASA personnel from Marshall Space Flight Center in Huntsville and National Aeronautics and Space Administration personnel from Washington and from Goddard Space Flight Center took place at Bethpage last week. It was the first of four reviews scheduled for the 10-month life of the Phase B study contract. Canning is HEAO Program manager.

HEAO is much larger than the Orbiting Astronomical Observatories, weighing, with experiments, 20,000 pounds and measuring 30 feet in length, with a diameter of 10 feet. (OAO weighs about 5,000 pounds.) Its instruments will investigate the mysteries of cosmic, Gamma, and X-rays in outer space.

Associated with Grumman on the HEAO study are Bendix Corporation and Hughes Aircraft. The program is considered to be worth $75 million if Grumman gets the follow-on Phase C-D hardware contract. C and D will include the detailed design, fabrication, test, and launch of two or more spacecraft.

John Purcell is assistant Program manager and Bob Papsco is Engineering manager.

CALENDAR of events

Notice of events for period Oct. 9 - 23 should reach Plane News by Tues., Sept. 29.

Amer. Inst. of Aero. & Astro.: Tues., Oct. 6, 6 p.m., Airborne Inst. Lab., Rte. 110, F'dale, dinner mtg., spkr. Dr. Wm. Ronan, MCTA, on "Traffic Distrib. Problems." J. Smart, 595-3246.

Amer. Weld. Soc.: Thurs., Oct. 8, 6:30 p.m., Murant's Sea Food House, Hicksville, reg. month. mtg., spkr. J. F. Saenger, Union Carbide Co. John Platania, Ext. 2021.

Chess Club: Tuesdays, 5 p.m., Plt. 3 Cafe., chess games. Alex Ikonnikow, Ext. 7592.

Coin Club: Wednesdays, 12:05, Plt. 25 Vendor Conf. Rms. Ken Hale, Ext. 3395.

Dance Club: Thurs. advanced, Mon. beginners, 8:30-10:30 p.m., Portuguese Amer. Hall, 306 Jericho Tpke., Mineola, $2/session. Len Luke, Ext. 9682.

Duplicate Bridge Club: Thursdays, 5:45 p.m., Plt. 3 Cafe. Reserv. not req., partnerships arranged. Pete Harrington, Ext. 1812.

Fencing Club: Fridays, 5 p.m., Plt. 30 Cafe., competitive fenc. & instr. Joe Campisi, Ext. 1134.

Horseback Rid. Club: Every Tues., 5:30 p.m., By-Ways Stables, Round Swamp Rd., Huntington. Caren Carlson, Ext. 2725.

Research Lecture Series: Tues., Oct. 13, 4 p.m., Conf. Rms. 1a-1b, Plt. 35, spkr. Prof. Dr. Sc. Techn. F. Schultz-Grunow, Lehrstuhl fur Allgemeine Mechanik Aachen, W. Germany, on "Comparison of Shock Wave Induced Ionization in Conventional & Purified Gases." Jack Graham, Ext. 2165.

Retiree Club: Wed., Sept. 30, 1:30 p.m., Holiday Manor, reg. month. mtg. GAA, Ext. 2133.

Rod & Gun Club: Tues., Sept. 29, 8 p.m., John's Oasis, Hicksville Rd., Hicksville. Howell Fesq, Ext. 6158.

Soccer Club: Wed. practices 5 p.m., Sun. games Pre. 2:30, Res. 12:30, practices & home games, Plt. 3 soccer field. Champ & Cup competition, Sun. Sept. 27, 2:30 Patchogue vs Grumman, 12:30, Grumman vs Flushing; Sun., Oct. 4, 2:30 Grumman vs Jericho, 12:30 Lynbrook vs Grumman. Karl Herrnkind, Ext. 84181.

Soc. Flight Test Engrs.: Oct. 5-7, King's Grant Motor Inn. Banquet Oct. 6, 6:30, Hon. Otis G. Pike, speaker. Symp. Topic, "Computer Aided Flight Testing in '70s." Ralph Laho, Ext. 9925.

GDS families on the beach for first picnic

What better way to kiss the summer goodbye than to have a beach party—and since that beach party happened to be the first annual family picnic for Grumman Data Systems, you might well understand why there was double reason to celebrate.

Someone must have been smiling. Sunday, September 13, was a beauty, and a couple of hundred kids and parents made the scene at Lido Beach to make the most of a busy day of races, games, and, probably most exciting of all, a real swinging menu.

There was the usual: hot dogs, hamburgers, beer, and soda. But in addition, those with really big appetites could take a shot at corn, clams, roast mickeys (and when's the last time you had one), lobster, and fried chicken. And among the chefs was none other than Pete Viemeister, President of GDS.

Photos by Fred Annette

Employee Services offers two new ones

Employee Services Offices have done it again! Two new conveniences—both money-savers—have been announced by Gus D'Errico, head of ESO.

One is a cut-rate money order. Now you can send a money order for as much as $250 for only 30 cents, a much lower rate than prevails outside.

The other is that ESO manages the Flight Shop. That means that the people in Plant 2 ESO have all of the Flight Shop items on hand, ready for distribution on request at listed prices. The former long time lag is thus eliminated.

"Every Employee Services Office, wherever located, has a full catalog of items—photographic prints, jewelry, tie tacs and tie bars, pins, and so on," D'Errico says. "Any Grummanite not close to the Plant 2 facility can write for the item, enclosing a check or money order to cover the price of the item."

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Research lecture Oct. 13

The Research Department Lecture Series continues this fall with a talk on "Comparison of Shock Wave Induced Ionization in Conventional and in Purified Gases," to be given in Plant 35 conference rooms 1a-1b, by Prof. Dr. Sc. Techn. F. Schultz-Grunow, Lehrstuhl fur Allgemeine Mechanik, Aachen, West Germany. The date: October 13, 4 p.m. For reservations, call Ext. 2165.

Think safety . . . it pays off

There are rules for preventing fire, and rules for preventing death from fire. All of them apply to children. Do you have a plan for their escape? Fire Prevention Week is October 5-10 . . . think about it.

- Practice! Fire doesn't give a second chance. Everyone in your family should KNOW what to do the first time. Fire drills will train them to act quickly and automatically in a crisis.
- Most home fires occur at night . . . when families are least prepared . . . when fire can spread unnoticed.
- Fire spreads upward. Deadly heated gases and smoke quickly fill halls and stairways . . . blocking your usual escape route.
- Spreading fire can trap you unless you plan a second escape from each bedroom. (Rule: Sleep with bedroom doors closed—always!)
- Windows are often your best emergency exit to rooftop or escape ladder. Check if windows are low enough and if screens or storm windows open easily.
- Remember to feel door first. If HOT, don't open. Smoke and searing hot gases can strike you down! Use your emergency fire exit.
- If ever trapped, don't jump. Keep door closed to delay fire. Then open window a little for air. Hang out a sheet to signal for rescue.
- Show children escape plans or they may hide under beds or in closets . . . tragically. Also plan escape help for infants and invalids in case fire blocks your hall access.
- Plan how to give the alarm. Get everyone out immediately. Don't waste time investigating or getting dressed. Have a family meeing-point outside.

POW appeal brings heavy response; plan letter campaign

The spark is spreading into a flame of concern as individual Grummanites, in increasing numbers, join the move to exert pressure on North Vietnam to provide decent care for prisoners of war and to furnish a **complete** list of prisoners held by Hanoi, Laos, Cambodia, and their agents.

In fact, the response to this appeal has been overwhelming.

The pressure will be continuing, indicate the prime movers of the drive, Muriel Leighton and Jim McEnaney. Right now there's a calendar urgency: to write during the month of October so that the messages—and hopefully some answers—get through in time for the holiday season.

Muriel and Jim have managed in a short period of time to corral lots of interest in the POW (Prisoners of War) and MIA (Missing-in-Action) issues. Their telephones have been ringing, busy with requests as to how best to lend a hand. The Ex-Service Men's club in Grumman is pitching in, and local veterans' groups have pledged their support.

Significantly, Grumman's Employee Services Offices, at all locations, are ready to supply:

- Ten thousand pre-addressed Aerograms (addressed by volunteers) that cost just 13 cents each. More will be provided as need grows
- Some "model" letters for guidance
- A condensed statement concerning the international obligations that Hanoi (among many other states) took on in signing the Geneva accord

There is some hope that Hanoi's attitude may be changed as a result of a deluge of letters of protest. It might happen that world concern about North Vietnam's violation of its agreements, and its callous disregard for the men it has imprisoned, would force a change in policy. It's certainly worth the effort.

Some advice from Muriel and Jim: Please do **not** copy any of the "model" letters. They're shown only to give you an idea of what kinds of approaches can be used, and the background facts involved. "Each letter should be different," Muriel points out, "and the best way of doing that is to write it just the way you'd do it naturally. Keep it in your words, not somebody else's."

In other words, form letters lack sincerity and impact.

The real guides to the writing probably boil down to two sets of facts. First, there are some 1,500 U.S. servicemen unaccounted for in Southeast Asia, yet the North Vietnamese, at a recent count, listed only some 335. That's quite a discrepancy.

Second, there's the Geneva Convention which, in part, calls for:

- Publication of the names of all prisoners of war
- Proper medical care and adequate nourishment
- Regular impartial inspection of POW facilities
- A free flow of mail between prisoners and their families

This is really what this drive is all about: discovering how many of the 1,500 unlisted prisoners are alive, how they are faring, and how to open the communications channels so that families will know about their loved ones.

Further plans are in the works, but letter writing is the key right now. For further information, contact any Employee Services office, Muriel Leighton, Ext. 3365, or Jim McEnaney, Ext. 3950.

Houses available

If you have been transferred to Long Island from Cape Kennedy and own a house down there, or if you have been thinking of retiring of Florida and would be interested in buying a house in the KSC area, perhaps some arrangement, helpful to both, can be worked out. Joe Putis, manager of Grumman Field Base Administration, points out that homes of Grumman personnel who have been working at KSC on the Lunar Module Program might be just what retirees are looking for. He invites inquiries. Field Base Administration is in Plant 28B, Ext. 1801 or 2722, 8:30 a.m. to 5 p.m.

Schineis finds retirement pays dividends

"The man who wasn't there" earned top billing in vegetables at the Dahlia, Fruit and Vegetable Show September 10. Ras Rasmussen, Technical Programming, Grumman Data Systems, on vacation that day, sent a 12-pound zucchini he had grown in Huntington, and the monster squash won the blue against heavy competition.

Said Rasmussen afterward, "I planted one single zucchini seed in some fill land, which is absolutely the worst soil in the world, and about a month and a half later this plant took off like it was going to the moon." His secret weapon was a trench of grass clippings and leaves with a little lime on top, underneath the fill.

Charlie Chlanda of QA Supplier Control, who must set some kind of record for intensive farming with his two acres and 116 fruit trees, mounted a special display of fruits and vegetables that prompted one woman to observe, "After seeing these lovely things, it's going to be hard to buy what they display in the supermarket." And when Chlanda's "Summer Gold" apples took the blue in the fruit category, the same young lady commented, "After seeing them, it's understandable why Adam went astray."

Dahlia honors were securely in the hands of two veterans, Otto Schineis, now retired, and Karl Hagen of Plant 3 Machine Shop. Schineis, now having more leisure to baby his 96 dahlia plants, won Best in Show with "Variety Girl," a buff and white formal dahlia. Another of his winners was a more spectacular red semi-cactus, "Inferno," for which he paid $25 for the bulb. On the other hand, he won two blue ribbons with dahlias raised from seed. Hagen, who shelters his plants with umbrellas and posts his wife to watch for signs of high wind that would compound the damage if the umbrellas knocked against the plants, collected nine dahlia prizes.

Both men deplored a lack of competition in the dahlias, Schineis saying he would be happy to help by contributing tubers to novices who would like to try their hand. "The younger people don't want to spend all the time it takes to raise good flowers," Hagen commented.

An interested observer who came early and stayed 'til all prizes had been meted out was Senior Vice President Bill Zarkowsky, who presented the awards with enthusiasm. The judges, all dahlia experts, added their congratulations, noting the effects of "too much August heat and humidity," plus rain on the days just preceding the show.

The judges were Joseph Huck, Bertram Pitt, and Edward Peterson. Show managers were Hagen, Lynn McDonald, and Schineis. John Steffens is Grumman Garden Forum director.

And the winners:

DAHLIA SINGLE LARGE—Otto Schineis, 1 & 2; Karl Hagen, 3 & HM.

DAHLIA SINGLE MEDIUM—Otto Schineis, 1, 3 & Best in Show; Karl Hagen, 2 & HM.

DAHLIA SINGLE SMALL POMPON—Karl Hagen, 1 & 3; Mal Ketcham, 2; Roy Goddard, HM & novice.

DAHLIA ASSORTMENT—Otto Schineis, 1; Karl Hagen, 2; Nick Barone, 3.

ARRANGEMENT—Karl Hagen, 1 & 2; Charles Guarneri, 3.

SINGLE SEASONAL—Lynn McDonald, 1 & HM; Chuck Belensky, 2; Roy Goddard, 3 & HM.

SEASONAL ASSORTMENT—Lynn McDonald, 1; Ray Amendola, 2 & novice; Ida Tallman, 3 & HM.

FRUIT—Charles Chlanda, 1, 2 & HM; Ray Amendola, 3 & novice.

VEGETABLE—Ras Rasmussen, 1 & novice; Ray Amendola, 2 & 3; Charles Chlanda, HM.

The last flower show of the season, the Chrysanthemum Show, takes place in Plant 2 Cafeteria on Thursday, October 22. Joe Gregg, Mimi Abbatiello, and George Loven are the managers.

'Best.' Otto Schineis, with prize dahlia, gets 'Best in Show' trophy from Senior Vice President Bill Zarkowsky. Show manager John Steffens (L) holds 12-pound prize zucchini raised by Ras Rasmussen. (Photo by Bob Settles)

Grumman team at Mugu reports F-14 systems testing on target

The SITS (Systems Integration Test Site) concept of testing all systems and proving them out on the ground, instead of in actual flight first, is demonstrating its worth at Grumman's F-14 location at Point Mugu on the shore of the Pacific.

The whole idea of SITS is to get a production aircraft in the air in about half the time it used to take.

Not only that, the F-14 test program is on schedule and more than 90 percent of the "black boxes" needed for SITS have been delivered. That means that the most significant tactical equipment is now on board and operating in various test phases.

So, in a little over a year, a remarkable amount of progress has gone on. For example:

- Communication integration has been completed
- ECM (Electronic Countermeasures) integration work is complete
- Primary static navigational integration has been completed (using Teledyne's Central Interface Converter Unit) and dynamic tests are 90 percent complete
- Hughes' AWG-9 computer is now fully integrated
- Weapons system integration is about 30 percent done
- And a fully integrated avionics weapons system is a milestone to be achieved in November

It's not a case of time for time's sake, as with a foot race or a swimming competition. It is (or could be) a case of national survival: Either you keep ahead of a potential enemy's pace or your deterrent capability vanishes and, with it, an increasing possibility that an enemy strike could prove ruinous.

That's what building the F-14 air superiority fighter is really about: national survival.

And lest we forget, the British and French (as well as the United States) were in that embarrassing and critical spot just three decade ago; and, further—bringing matters up to date—the Soviets (1) have never used their first-line fighters in the Vietnamese conflict, and (2) have introduced a new or modified fighter plane on the average of every two years.

Getting the F-14 "over the fence" rapidly is just part of the task, as F-14 Mugu Project Manager Tony Benjes remarks. "Getting it 'over the fence' on time and within costs is very important, too, especially since every day we're late penalizes us financially." That thought is echoed by Art Karle, Ground Test Operations, who says, "You're going to live or die with the money. And because money is tight, most of our guys wear two hats—and sometimes three."

Lean staff

That seems to be standard operating procedure at Mugu where some 185 people bear the whole load. (When things get really hot and flight tests start, Grumman rolls at Point Mugu may swell to 350 people.) To get the jobs done, there's a lean but expert staff reporting to Benjes and his Deputy Project manager, Tom Brancati; managers Phil Biancone, Technical Services; Rudy Kretschek, Engineering; Mike Bennett, Flight Test; Ray Yerden, Integrated Logistics Support (ILS); Phil Tartas, Production; Russ Irwin, Quality Control.

As Bill Carrozza of Flight Test Operations points out, "It may seem an easy structure to handle, partly because it's a small organization, but believe me there's an awful lot to do—and a need for communication like none I've ever seen before. **We have to be a real team,** and that's the way it's working."

Rudy Kretschek (like the others) has a lot to do, and he sees in his job tasks reminiscent of the EA-6B and the Lunar Module efforts. "There's a complex, precisely documented test plan, and you follow it all the way, step by step by step. It's the only way to simulate, closely, the real world. Running that way helps us to discover system anomalies in wiring and performance without resorting to the large and expensive number of flight tests that run over a period of months. We do it right here in the lab. That gives us time to impose corrections. It makes flying easier, too, because the pilot doesn't have to contend with so many bugs—and there are always bugs in any new aircraft, particularly a complex weapons system like the F-14.

"What we're doing, along with the associate team members who work right with us, is to make all individual systems play first to some specification; later, we marry it all as a weapons system."

The marrying process, Kretschek indicates, will go on to the end of the year for this initial test series. But this "Calverton of the West" will carry on into the years ahead, and, as Tartas comments, it won't be exactly the same job "because things change rapidly in a development program."

The rhythms of change seeem evident in Grumman's Point Mugu program, and the communications checks within the organization and outside, with associate team members and the Navy customer, are part of a way of life now. As Tartas says, "There's continuing verification and traceability: We're obligated to let the Navy know at all times where we are in terms of the configuration inputs, and we have a 'history card' for each configuration. If we should ever get behind we call Engineering."

Support role

Meanwhile, Yerden's ILS group makes certain that materials and services are present and usable when needed, and they see that "nothing goes into the SITS or an aircraft without it first being checked on test equipment. Whether it's test equipment like meters and 'scopes, bench test facilities, calibration equipment, quick-buy items—you name it—we're into it, sometimes hip-deep. It's support with a capital S."

The same sort of tight control and fast action characterize Irwin's QC operations. "We live with the customer; we're his arm or extension; and we're like a tree with spreading branches. We're happy, too, that our 'image' has changed so that people don't think of QC as repressive. We're constructive, with a professional outlook—and everybody's been receptive to that. We look toward the future."

And that future is speeding in at a fast clip, just the way Mike Bennett, Flight Test manager, wants it to be. "Basically, here at Mugu we develop, verify, and demonstrate; and although there's a great deal of simulation work, real, firm knowledge has to come from actual flight experience—experience of various kinds, such as: Can the pilot and the MCO handle their tasks efficiently? How good is missile separation? How does the weapons system respond in a dynamic condition? Just lots of things . . . You get pretty close in simulations, but flying the bird is still the real test. **Then** you know."

The start of that "then-you-know'" period is drawing near. First flight is scheduled for December 8. And the first weapons system aircraft will be No. 4.

"It's a tough schedule and it'll take a lot of hard work," says Brancati. "All of us know there isn't much breathing space, but I haven't heard anybody out here say we won't make it."

New mockup. **First formal program review of High Energy Astronomy Observatory (HEAO) took place in Plant 5 last week, with NASA visitors from MSFC Huntsville, and from Washington and Houston participating. Ty Martin of Space Development Engineering was snapped with Paul Nonemaker, foreman of Plant 5 Wood Shop, viewing full-scale 30-foot model of spacecraft. (Photo by Fred Annette)**

Credit Union notice

Hurdman and Cranstoun, Penney & Company, Certified Accountants, acting in behalf of the Supervisory Committee of the Bethpage Aircraft Federal Credit Union, has recently forwarded confirmation requests as to share and loan balances to members in the following groups, selected at random:

(1)	Book Numbers:	1073001	through	1109775
(2)	"	"	3001665	"	3084481
(3)	"	"	8000132	"	8084259
(4)	"	"	9000001	"	9052655

Your Credit Union Book Number is comprised of your Permanent Number (six digits) preceded by a control number.

This is a routine audit operation prescribed by Federal Regulations for the protection of the members. If you are included in any of the categories listed above and you DID NOT receive a confirmation request, please tear out this notice, write your name, permanent number and telephone extension in the blank space below, and forward through the inter-office mail to Hurdman and Cranstoun, Penney & Company, Plant 30.

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OBITUARIES

Plane News has received word that death has come to the Grumman personnel listed below. We extend sincere sympathy to relatives and friends.

HAROLD E. McNEELY of Plant Stores & Distribution, Plant 36, died September 12 at the age of 57. He had been with Grumman. since 1965. His home was at 578 Maple St., West Hempstead.

JOSEPH C. RUT died September 12 at the age of 50. He had been with the Company 32 years. He worked in TM Methods Engineering - Space Program, Plant 6, and lived at 15 Chathum Dr., Oakdale.

ARTHUR K. RATE of Plant Receiving & Stores, Plant 6, died September 18 at the age of 65. He had been with the Company 27 years, and he lived at 78 Hill St., Patchogue.

Net team clinches 8th straight Industrial title

Streaks are great things to have going for you but each time out it usually gets a little tougher to win. It's the pressure; sometimes it gets to you.

Gets to some people, that is, but apparently not to the Grumman varsity tennis team. After eight years, you'd think there would have been at least one giant killer waiting in ambush for them in the L.I. Industrial tennis loop, but manager Mitch Rosenbaum's powerful net squad did it again last week—they crushed Sperry, 4-1, to capture their eighth straight title in Industrial play. The streak started back in 1963 (the N.Y. Yankees were winners then, too), and the tennis team seems to have become stronger each year since then. This season the squad was undefeated again, with Rosenbaum crediting that unblemished mark to the great depth of the Grumman entry in the L.I. league.

Against Sperry, Capt. Fred Hermann and Bill Wenzel defeated Porter and Fabre, 6-0, 6-3; Neil Pike and John Hsu topped Liebert and Palter, 6-7, 7-6, 4-2 (default); Jacques Crouzet-Pascal and Jay Leng stopped Timms and Rosener, 6-4, 6-2; and Tom Guarino and Neville Milford defeated Rogich and Ott, 3-6, 6-1, 6-2.

Jay Kirillin and Al Kirillin bowed to Conable and Kerdock, 3-6, 6-3, 1-6.

Champs again. Lineup that grabbed eighth straight net title included (standing) manager Mitch Rosenbaum, Andy Kaufman, Jacques Crouzet-Pascal, John Reade, Captain Fred Hermann, Dave McKendrick, Don Bohling, Al Ghoreyeb, Tom Guarino, Bill Wenzel, John Penn, Wing Lee. (Kneeling) Joe DiStefano, John Hsu, Al Kirillin, Val Kirillin, Jay Leng. Absent were Neil Pike, Dick Kline, Neville Milford, Gerry Fogel, Grant Hedrick, Tom Adee.

Dunne leads AB's to Plant 27 slow-pitch crown

The AB's made it as easy as ABC as they ran off with the slow-pitch title at Plant 27, Wyandanch, recently. John Dunne, singled in the last inning to drive in Bill Williams who had tripled, to win the first game, 4-3. He got in the act again in the second game as he rapped three hits, along with George Pennecke and Harold Corley, as the AB's ripped Snoopy's, 13-1, to go two up in the best three-of-five game series.

Although Snoopy's put a momentary halt to that juggernaut with a 9-5 victory in the third game, the AB's wrapped up the title with a 6-4 win in the fourth tilt and—you guessed it—John Dunne did it again. He had two hits, but that wasn't his biggest contribution. In the top of the seventh (an extra-inning in Company lunch-hour leagues), the AB's scored two runs to go ahead 6-4, then in the bottom of that frame, Dunne made a diving catch and threw to second for a game-ending double play.

The Jets knocked the Mets right out of the box in the second-lunch league at Plant 3. The Jets starched the Mets, 7-2, as Frank Varipapa and Pete Bitter slammed homers in the first game of the semi-finals at Plant 3, then finished them off, 5-2, as Ed Haab slashed a three-run homer.

Speak up, ladies!

We've heard of being overly modest, but this is ridiculous! Reports from the underground say that the Grumman Dolphins—did you know there was a girls' softball team?—have just finished up a really great season by capturing the Metropolitan tourney at Jones Beach. They added another laurel to a stellar season by capturing second place in another tournament held earlier this season at Providence, R. I.

Most teams never send in reports when they lose. It certainly is a switch when a tournament winner keeps quiet abou it. Don't hide your light under a bushel basket, girls.

Kegling popular

Was it John Wayne who said, "Well, here we go again!" No matter; here we go again!

With the number of pin leagues registered with the Grumman Athletic Association this year, it seems pretty clear that the kegling sport is once again the most popular with both men **and** women. If that's truly the case, why not have a special handicap—like ladies' tees in golf—to make up for the physical disadvantage (disadvantage?).

Well, anyway, it promises to be a great season. Know who's sharing the lead in the Black league? The Lollipops. And just for the record, so they can't ever deny it, here they are: Ed Calabria, Russ Player, Jim Richter, Cosmo Cisco.

And Cosmo proved he was tough to crack by flipping a 576, although John Betterino started off the new season just where he left off in the old one: he led the loop with 245-633. Others hitting the high spots were Pete Katalo, 217-592, George Rasmussen, 200-560, and Ralph Johannessen, 558.

Dick Corrigan paced the Aerospace league with 604, as he clipped together games of 245 and 205. Way behind were Randy Dorn, 558, and Tom O'Connor, 546.

GAA show dates

Hobby Show coming up. The deadline for submitting entries is October 14, Plant 28, lunch hours or 4:30-6 p.m. Entry blanks and information are available from GAA, Plant 28B, Ext. 2133 or 2269.

Another show: Art & Photography, November 19-22, Plant 28.

Making it a habit

KENNEDY SPACE CENTER, FLA. —Charlie Becker, who works for Grumman in Logistics at the Kennedy Space Center, is a low-handicap golfer but he's setting a trend that may be difficult to maintain.

Last month, on the second hole at the Cocoa-Rockledge Country Club, Charlie pulled a 5-iron out of his bag and spanked the ball toward the green on the par-3, 168-yard hole. The ball hit short, but rolled over a little slope and disappeared on the green.

Charlie's playing partner hit his ball on the green, too, but when they walked up on the green, there was only one ball in sight: and it wasn't Charlie's. Where was his? In the cup, of course.

But Charlie didn't go into shock. It's almost "old hat" with him. Last year, while playing on the Sam Snead course in Sharpes, Fla., Charlie holed out his tee shot on the par-3, 177-yard 10th hole, and in '68, he aced the 17th hole, another par-3, at the Cocoa-Rockledge layout. Charlie, a low-handicap golfer and a member of the PGA, is obviously no slouch when it comes to banging a golf ball—but a hole-in-one a year is going to be a tough record to keep alive.

Odds are 100,000 to 1 (or so the computers say) for a golfer to make a hole-in-one anywhere, anytime. What are the odds on Charlie's latest?

See wide potential for Pacific subsidiary in Asian markets

Grumman International, Inc., has a new subsidiary: Clint Towl, Chairman of the Board of Grumman Corporation, has announced the formation of the wholly owned foreign marketing subsidiary, Grumman Pacific Private, Ltd., with Bob Somerville as its President. Dr. Tom Cheatham, President of Grumman International, is Chairman of the Board and Chief Executive Officer.

Somerville, who is former deputy director of Product Support, will be leaving for his new assignment in the Republic of Singapore the end of October, to head a facility there that will do overhaul of military and commercial aircraft—"with the ultimate goal of developing a full range of aerospace marketing, manufacturing, and servicing capabilities," according to Clint Towl.

There are an estimated 14,000 aircraft in that region, and an additional 5,000 or so private and small commercial planes, Cheatham says. Grumman Pacific will begin its Singapore operations with modification of military aircraft and overhaul and repair work. Later, it hopes to branch out into manufacturing for both military and commercial markets, world wide.

First contingent

Somerville is taking 12 men with him and anticipating the arrival, later on, of perhaps 40 or 50 from Grumman for managerial and supervisory work, on a two- or three-year basis. Cheatham is optimistic about sound growth potential for the future.

"We have a number of reasons for going to Singapore," Cheatham said last week. "We see the development of strong business ties with Indonesia, Malaysia, and Australia. Also Japan. Establishing this new facility gives us our first anchor out in the Far East.

"Our role is a natural one in that part of the world for both first-line and secondary equipment that's needed for 'technological injection' — to raise the standard of living of the hundreds of millions of people in that part of the world. We're a technology based company," Cheatham pointed out, "and that part of the world needs the technology we represent."

Of the dozen expected to accompany Somerville to Singapore next month, these six men had already been selected last week for the Pacific subsidiary: Ken Cooke of Materials, Hagerstown, Md.; John McDonald, Product Support Advanced Systems; Dennis Howell, President of Fairey of Canada, now Vice President of Grumman Pacific; Dan Strauss, Quality Control, KSC; Ed Scott of Fairey; John Dibble of Grumman International. Dick Seitz of Business Development will cover the U.S. marketing activity from Plant 5.

Planning ahead. Bob Somerville (L), President of Grumman Pacific (Pte.), Ltd., a subsidiary of Grumman International, discusses new Singapore location with Dr. Tom Cheatham, President of Grumman International, Inc. (Photos by Marie Trimborn)

Prized gift. Dr. Toh Chin Chye (L), Minister of Science & Technology of Singapore and Vice Chancellor of the University of Singapore, gets a LM model on visit to Bethpage. With him are Bill Schwendler, Chairman of the Executive Committee; Dr. E. S. Monteiro, Singapore Ambassador to the U.S.; Clint Towl, Chairman of the Board; Senior Vice President Grant Hedrick, who was host at session in Plant 5 describing some of Grumman's main fields of technology.

On tour

Strong interest in Grumman's programs was evidenced by some Singapore visitors who were welcomed at the Bethpage plants on September 14. The group included Dr. Toh Chin Chye, Minister of Science and Technology, Government of Singapore; Dr. E. S. Monteiro, Singapore Ambassador to the United States; and K. C. Yuen, Singapore Investment Center in New York. Dr. Toh is one of the founders of the People's Action Party, now in office, and he is Vice Chancellor of the University of Singapore.

They heard about some of Grumman's major programs and systems in the morning and were given a tour of the Shuttle, LM and ACE areas under the guidance of Vice President Larry Mead. After lunch they toured, and heard an explanation of, the Grumman Training Center, Plant 38, and saw the E-B Welder and other manufacturing facilities.

Ecosystems crew flies mercy mission

The Ecosystems Gulfstream I, an aircraft specially modified to take on a wide range of ecological studies, was sitting in the far north, just below the Arctic Circle, in the small Canadian town of Norman Wells. This time the job was not ecology: It was an attempt to save a man's life.

Ecosystems pilot Walter Berndt and his crew—co-pilot Mike Tenzyk, plane captain Bill King, and crew member Stan Pokora—were in the Norman Wells theater (one film showing per week) when they were paged and then met by a constable of the Royal Canadian Mounted Police.

The problem was urgent. A man working in a heavy construction company had suffered serious injury. A doctor and nurse on the scene said that the facilities at Norman Wells were inadequate to care for the patient, William Sly. Could the Grumman aircraft fly Sly to Lawrence Hospital at Edmonton, about 930 miles away?

The weather was atrocious. It was so bad that neither a commercial jet nor a Canadian military plane risked landing at Norman Wells, though three passes were made at the field. Later, as the Ecosystems plane took off—after removing two seats to assure greater comfort for Sly—there was a light drizzle and a 200-foot overcast; as the plane climbed to an altitude of 14,000 feet, there was heavy icing.

There were other problems, too. During the more than three-and-one-half hour trip, Berndt detoured around several intense thunderstorms so that Sly could get a smoother ride. But at about 2:15 a.m., the aircraft landed at Edmonton and met the waiting ambulance. Then it returned to Norman Wells.

A few days later, the Ecosystems plane went back to Edmonton to continue its aerial survey work, and Berndt stopped by the hospital to check on Sly's condition. Sly, it turned out, had suffered multiple fractures and, said a nurse in the intensive care unit at the hospital, almost every bone in his body was either fractured or badly bruised. Sly would have to stay in the hospital for many months. The judgment at the hospital was that Sly might not have lived had it not been for that mercy flight.